

C. ALLEN POOL
Labor Arbitrator, Mediator & Fact-finder
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831/372-4138 (Tel & Fax)

Professional Affiliations: National Academy of Arbitrators, AAA; IRRA; SPIDR (ACR); Calif. State Bar,
Labor & Employment Law Section

General Experience:

Adjunct Professor: Golden Gate University 1983 – Present
Trainer: OPM Fed Sec CBA Workshops 1994 & 1995
Trainer: Univ. Hearing Officers & Fact-finders, Univ. of Calif. Davis 1997 & 1999

Perm Panel:

Oakland Unified School Dist. / OEA & AFSCME
Monterey-Salinas Transit / ATU Local 1225
Santa Cruz Metro Transit Dist. / UTU Local 23
Civil Service Commission, County of San Bernardino
County of Santa Clara / SEIU Local 1587
U.S. Postal Service / NPMHU

Interest Arbitration & Fact-Finding Experience: Public Schools & Law Enforcement

California Industrial Welfare Commission: Chairperson, Wage Board Hearings

Grievance Arbitration Experience:

Issues:

Absenteeism; Arbitrability; Bargaining Unit Work; Discipline (Non-Discharge); Discipline (Discharge);
Drug/Alcohol Offenses; Fringe Benefits (Holidays, Leave); Health/Hospitalization; Job Performance; Job
Posting/Bidding; Layoff/Bumping/Recall; Management Rights; Past Practices; Pension & Welfare Plans;
Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security; Wages
(Cost of Living, Holiday Pay, Overtime Pay, Vacation Pay); Work Hours/Schedules/Assignments; Violence/Threats

Industries:

Agriculture, Canning, Education, Electrical, Food, Furniture, Hotel/Restaurant, Mining, Police & Fire,
Public Sector (Federal, State, County, & City), Hospital & Health Care, Manufacturing, Public
Transportation, U. S. Postal Service, Warehouse & Trucking.

Public Sector Agency Rosters:

Calif. State Mediation/Conciliation Service	City of Phoenix ERB	FMCS
Calif. PERB	City of Los Angeles ERB	Montana ERB
Washington PERB	Hawaii LRB	
Civil Service Commissions: County of San Bernardino, County of Los Angeles, & City of Los Angeles		

Education:

Doctorate: Univ. of Houston 1981
Masters: Arizona State Univ. 1962
Bachelors: Arizona State Univ. 1958

Published Awards: BNA; 121 Sierra Chemical & IBT Local 439; 121 LA 513 Sunkist Growers & IBT Local 517;
121 City of LA & LAPP; 121 LA 65 City of Modesto & MCE; 120 LA 337 Co. of Shasta & Shasta Co.
Deputy Sheriffs' Assoc.; 119 LA 443 Superior Court & San Bernardino Public Employees Assoc.; 118 LA
1333 Merced UHSD & CSEA; 118 LA 1021 Oakland USD & OEA; 118 LA 905 Arroyo Grande Mushroom
Farms & UFCW Local 1036; 118 LA 1021 Oakland USD & Oakland Educ. Assoc.; 118 LA 1333 Merced
Union HSD & CSEA; 117 LA 107 Luce & Son Co., and IBT Local 533, 116 LA 44 Alta Calif. Regional Center

& SEIU 535, 115 LA 909 Monterey County Office of Educ. & Individual; 115 LA 164 City of Portland & Portland Police Assoc.; 114 LA 132 Anaconda Community Hosp. & Teamsters Local 2, 113 LA 231 San Benito Co. & Individual Officer, 113 LA 920 Career Systems Dev. Corp. & AFT Local 4986, 109 LA 873 State of Hawaii & State of Hawaii Org. of Police Officers; Commerce Clearing House, 97-2 ARB 3228 City of Las Vegas & Las Vegas PPA.

FEES:

PER DIEM FEE: \$1500; **DOCKETING FEE:** \$150; **CANCELLATION FEE:** (See Below)

Arbitration & Fact-finding: The fee is \$1200 per day for each hearing day. A hearing day is any portion of a day up to eight hours. One per diem is charged for each 7 hours spent in preparation, study, & writing of the Award/Opinion

Cancellation Fee:

One per diem if the hearing is cancelled or postponed within 20 working days of each scheduled hearing date(s).

Travel Expenses:

The Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.